# Town of Moultonborough, NH: 2014 Recreation Needs Assessment Study

University of New Hampshire
Department of Recreation Management & Policy

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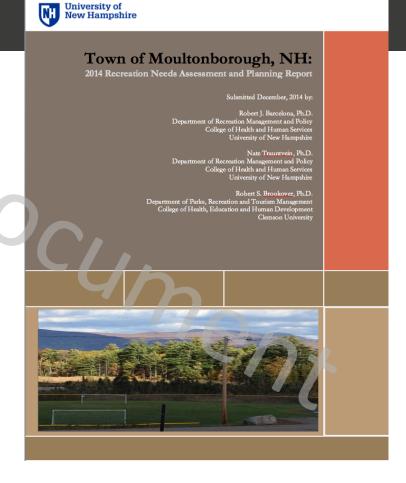
### A Note of Thanks

- Carter Terenzini, Donna Kuethe
- Paul Punturieri, Joel Mudgett, Celeste Burns, Susan Noyes, Al Hume
- Allison Kepple, Hope Kokas, Mary Bengtson
- Clinton Begley, Tim Britton, Sarah Gerber
- Dr. Bob Brookover
- All who took part in the process!



### Next Steps

- Presentation of findings to the recreation facility workgroup and public
- Distribution of this presentation
- Draft written report with detailed summaries





### Scope of Work

- To examine the parks and recreation needs as identified by the residents and key stakeholders in the Town of Moultonborough
- To determine which parks and recreation needs expressed were deemed to be priorities for the Town of Moultonborough
- 3. To develop a set of recommendations that would allow the Town of Moultonborough to meet the priorities that were identified throughout the study



### Scope of Work

To determine whether there is a need for a new indoor recreation facility to be constructed in Moultonborough, and whether the construction of such a facility would be feasible given current and future need and demand, public support, and Town resources.



### Guiding Philosophy

- "Holding up a mirror" reflect back what we see and hear
- Results and recommendations reflect the data collected
- Team's expertise played a role in final recommendations and discussion
- Focus on public input during the process



#### Process

- Background and information gathering
- Recreation facility tours and direct observation
- Benchmarking indoor facility space and funding support with peer communities
- Focus group and 1-1 meetings with stakeholders and public
- Large format public input session for Town residents
- Town-wide online household recreation needs assessment survey



### Background Information

- 2008 Town Master Plan Recreation Facilities
- 2008 Town Master Plan Recreation Strategy
- 2011 Blue Ribbon Commission on Community Services and Facilities nent
- 2011 Branley Report
- 2014 Town Master Plan Survey Summary



- 14 peer communities were chosen by Town of Moultonborough and vetted through public input (Alton, Ashland, Belmont, Bow, Campton, Conway, Franklin, Gilford, Goffstown, Meredith, Ossipee, Peterborough Plymouth, and Wolfeboro)
- Online survey was sent to the recreation director or town administrator (where applicable)
- Questions focused on population (year round and seasonal), recreation general fund allocation, recreation generated funds/cost recovery, municipal general fund budget, recreation FTEs, indoor recreation facilities, presence of recreation advisory boards, and whether Town offered senior programming
- Eight of 14 communities (57%) completed benchmarking surveys (Ashland, Belmont, Conway, Franklin, Gilford, Meredith, Ossipee, and Wolfeboro). All are located in or near the Lakes region and all have FTEs dedicated specifically to town-supported recreation



Town	Recreation Tax Allocation Per Capita	% of Budget Cost Recovery	Recreation Tax Allocation as % of Town Budget	Rec Staff FTEs
Ashland	\$17.08	2.1%	3.7%	1.0
Belmont	\$12.33	21.1%	1.3%	1.0
Conway	\$19.67	2.2%	3.1%	3.5
Franklin	NA	6.8%	3.6%	2.25
Gilford	\$10.65	23.7%	2.1%	2.0
Meredith	\$29.61	10.8%	5.1%	5
Moultonborough	\$12.91	26.0%	3.1%	3.5
Ossipee	\$9.32	0.0%	2.4%	1
Wolfeboro	\$28.58	32.4%	3.1%	4.5
Averages	\$18.80	20.2%	3.1%	2.5

Town	Indoor Recreation Facility	Recreation Facility Square Footage	Town Recreation Dept. Offers Senior Programs	Town has a Rec Advisory Board
Ashland	Yes	800	No	Yes
Belmont	No	NA	No	No
Conway	Yes	5,400	Yes	No
Franklin	Yes	8,770	No	No
Gilford	No	NA	Yes	Yes
Meredith	Yes	18,000	Yes	Yes
Moultonborough	No	NA	Yes	Yes
Ossipee	Yes	3,500	Yes	No
Wolfeboro	No	NA	Yes	No

- Moultonborough is slightly behind peer communities in recreation general fund allocation and slightly below in recreation tax funding per capita. This is likely because of the large seasonal population that increases Moultonborough's overall population compared to peer communities.
- Moultonborough is the second most efficient community in recreation cost recovery (fees and charges, rentals).
- Recreation budget as a % of the overall Town budget is comparable to peer communities as is the level of staff support (FTEs) for recreation.



- Most benchmark communities have dedicated indoor space for recreation (mostly old school facilities), however only Meredith has a full-service dedicated indoor recreation center comparable to what has been proposed in Moultonborough.
- All benchmark communities except Meredith reported to actively partner with local schools for indoor activity space. Gilford partners with schools and local churches.
- Most benchmark communities sponsor senior adult programs through the Town's recreation department (ballroom dancing, Bingo, senior trips, pickleball, fitness programs, social activities, senior meals). Almost all had civic and other non-profit groups that served seniors as well.
- Three of the benchmark communities had a Recreation Advisory Board. Most appeared to be advisory in nature (vs. policy-setting)



### Focus Groups

- Focus groups and 1-1 interviews with key stakeholders were held throughout the day, afternoon and evening of Monday, October 20, 2014 and Wednesday October 22, 2014. A separate interview with one stakeholder was held on Friday, October 10, 2014.
- Approximately 19 meetings with more than 70 attendees
- Stakeholder groups represented a range of interests including recreation and Town staff, program partners, Select Board members, adult recreation participants, Recreation Advisory Board members, ABC/Capital Improvement Planning Committee members, parents of recreation participants, youth participants, SAU administration, recreation sport coaches and officials, and seniors
- Meetings consisted of an open, guided conversation related to recreation needs and priorities in Moultonborough
- Detailed notes and audio recordings of public sessions were taken for each meeting
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### Focus Groups

- 1. The Town of Moultonborough has committed citizens interested in public recreation issues.
- 2. Moultonborough has ample and adequate outdoor recreation opportunities.
- 3. There is a large and organized group of citizens opposed to new indoor recreation facility development.

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4. There is a passionate group of citizens who are advocates for developing a new indoor recreation facility.

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### Focus Groups

- 5. There is strong support for increasing partnerships between the Town Recreation Department and Moultonborough schools.
- 6. There is strong support for exploring partnership opportunities with surrounding communities and businesses.
- 7. Some seniors support the idea of having dedicated recreation, social, and activity space for senior adults.
- The Lion's Club facility needs to be better utilized or repurposed.

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- Public input meeting held in Moultonborough Academy cafeteria on Wednesday, October 22, 2014 from 5:30 7:00 p.m.
- All Moultonborough residents were invited to attend
- Event was publicized through printed information in Town offices, via postcards sent to resident homes, and through the Town's OneCall voicemail system
- Approximately 133 residents attended the public input session
- Session consisted of polling-style questions using iClickers, as well as group exercises designed to receive input on important recreation planning issues such as facility development, management priorities, and public financing strategies





- Almost 75% of participants at the public input meeting were 56 years of age or older, while just over 25% were between the ages of 18-55
- Approximately 1 in 5 participants (22.7%) had at least one child living in the home
- The vast majority of participants were year-round residents of Moultonborough (93.5%) and approximately 75% had lived in Moultonborough for 11 or more years
- About 40% of participants used Town recreation facilities at least once per week, and just under 40% of participants participated in at least one Town recreation program during the course of the year



		Number	Percent
The Town of Moultonborough should	The Town of Moultonborough should provide quality recreation facilities and amenities.		
	Strongly Agree	37	31.1%
	Agree	21	17.6%
	Disagree	23	19.3%
	Strongly Disagree	37	31.1%
The Town of Moultonborough should	provide quality rec	eation programs and	services.
	Strongly Agree	48	38.1%
	Agree	29	23.0%
	Disagree	17	13.5%
	Strongly Disagree	32	25.4%
✓ Participants with children and those under age 56 were significantly more likely to say that the Town should provide recreation facilities and programs			



	Nermala av	Davaant		
	Number	Percent		
It is reasonable to develop policies and procedures to be at the schools for recreation programs and services duri activities (e.g. classroom space, gyms cafeteria, multi-p	ng the school year for	=		
Strongly Agree	56	48.3%		
Agree	37	31.9%		
Disagree	12	10.3%		
Strongly Disagree	11	9.5%		
It is reasonable to develop policies and procedures to be at the schools for recreation programs and services in the recreation time in school buildings).		-		
Strongly Agree	64	54.2%		
Agree	41	34.7%		
Disagree	7	5.9%		
Strongly Disagree	6	5.1%		
✓ Participants with children and those under age 56 wei	re significantly less sup	✓ Participants with children and those under age 56 were significantly less supportive of		

increasing partnerships with the school for facility space

	Number	Percent
It is reasonable to explore and expand opportunities for communities (e.g. Meredith, Sandwich, Center Harbor).	recreation partnership	os with surrounding
Strongly Agree	70	58.3%
Agree	33	27.5%
Disagree	12	10.0%
Strongly Disagree	5	4.2%

<sup>✓</sup> Participants with children and those under age 56 were significantly significantly less supportive of increasing partnerships with surrounding communities



	Number	Percent
It is reasonable for users to pay a fee to participate in Town recreation programs and services.		ams and services.
Strongly Agre	ee 54	45.4%
Agre	ee 44	37.0%
Disagre	ee 18	15.1%
Strongly Disagre	ee 3	2.5%

It is reasonable to allocate tax resources to make the fees for Town recreation programs and services affordable for Town residents (e.g. seniors on fixed incomes, families with children, households with lower incomes).

Strongly Agree	27	23.1%
Agree	47	40.2%
Disagree	23	19.7%
Strongly Disagree	20	17.1%

<sup>✓</sup> Participants with children and those under age 56 were significantly more likely to see tax allocations as a reasonable method of funding recreation programs.



		Number	Percent
It is reasonable for users to pay a fee	for Town parks and	l recreation facilities a	nd amenities.
	Strongly Agree	34	28.8%
1//	Agree	41	34.7%
	Disagree	28	23.7%
	Strongly Disagree	15	12.7%
It is reasonable for the Town to allocarecreation facilities and amenities.	te tax resources fo	r the development of p	oarks and
	Strongly Agree	34	30.4%
	Agree	30	26.8%
	Disagree	24	21.4%
	Strongly Disagree	24	21.4%
✓ Participants with children and those under age 56 were significantly more likely to see tax allocations as a reasonable method of funding the development of recreation facilities.			



- Table exercises focused on participants' priorities for recreation facility development and ideas for new or enhanced recreation programming
- Participants were asked to write ideas down on notecards and discuss with those seated at their tables
- Priorities for recreation facility development and ideas for new or enhanced recreation programming were grouped into common types and ordered based on the frequency in which they were mentioned



- ✓ Participants' priorities for recreation facility development:
  - 1. Enhance and/or maintain existing Town facilities no needs for new facility development
  - 2. Indoor community/senior center (e.g. basketball court, indoor gym/track, pickleall courts, craft/game room, youth drop-in area, indoor swimming, improved bathroom facilities)
  - 3. Town beaches/public water access (e.g. boat launches)
  - 4. Outdoor trails/walkways
  - 5. Athletic fields/tennis courts
  - 6. Senior center/senior activity space (e.g. community center without a gym)
  - 7. Update or sell Lions' Club facility
  - 8. Partner with other communities/organizations to use facilities (e.g schools, surrounding towns, Camp Tecumseh)
  - 9. Dog park
  - 10. Winter sports/Nordic center/Ice rink



- Participants' ideas for new/enhanced recreation programs:
  - 1. Adults/seniors fitness or social programs (e.g. cards/games, yoga, senior meals)
  - 2. Youth recreational sports
  - 3. Educational programs for adults and youth
  - 4. Afterschool programs (e.g. Kid's homework club)
  - 5. Full-day indoor summer camp
  - 6. Swim lessons
  - 7. Martial arts
  - 8. Community dinners
  - 9. Family programs
  - 10. Health services
  - 11. Preschool programming
  - 12. Art programs
  - 13. Winter/outdoor programs (e.g. hiking club, nordic club)



- ✓ Participants' concerns or worries about new recreation facility development:
  - ✓ Concerns about increased public spending that could raise property tax rates
  - ✓ Concerns that existing facilities are not being efficiently utilized right now.
  - ✓ Concerns about the actual demand for new facilities, and worries that new facilities will be developed and they will be underutilized
  - ✓ Concerns that those who moved to Moultonborough because of low taxes will not support public recreation priorities
  - Concerns that needed recreation facilities will not be available for residents (especially children and youth), particularly in the winter months where indoor facilities are most needed



- Postcards sent to roughly 6,000 households in Moultonborough with an invitation to participate in the online survey - multiple property owners received just one postcard
- Residents were directed to a link on the Town's website leading them to the web survey
- Survey questions were vetted and approved beforehand by the recreation facility workgroup team. Questions were similar in scope to past recreation needs assessment studies conducted throughout the country, but tailored to Moultonborough.
- Paper surveys were made available at Town offices, including Town Hall, the Recreation Department, and Library.
- 905 completed web surveys, 85 completed paper surveys



Table 2. Demographics for the Resident Survey

Variable	% gr Mean	α	
Age			_
Average Age	M = 61.2 (SD 11.5)	749	
18-35	2.3%	17	
36-50	15.6%	117	
51-64	38.9%	291	
65-80	40.2%	301	
81 and older	3.1%	23	
Gender			
Male	50.6%	408	
Female	49.4%	398	
Employment Status			
Employed Full-Time	42.5%	343	
Employed Part-Time	8.7%	70	
Retired	43.9%	355	
Not Retired nor Employed	2.6%	21	
Number of Years (part & full)			
Average Number of years	M = 20.6 (SD 14.5)	796	
0-10	29.3%	233	
11-20	30.7%	244	
21-40	30.7%	244	
41 and more	9.4%		
Months per year in Town			
Average months	M = 9.4 (SD 3.6)	773	
0-6	28.5%	233	
7-11	12.7%	98	-//*
12 months	58.9%	455	76/1/
Primary or Seasonal Residents			
Primary Residence	70.4%	569	
Second or Seasonal Residence	29.6%	239	
Households w/ Children	22.1%	179	
Children under the age of 5	3.6%	29	
Children between 6-12	12.5%	101	University of
Children between 13-18	14.8%	119	NEW Hamp
Grandchildren living in Town	7.3%	59	



Importance of Facilities	Children % Important/Very Important	No Children % Important/Very Important
Indoor Recreation	68%	37%
Recreation Programs	74%	46%
Outdoor Athletic Fields	74%	40%
Trails and Greenways	74%	62%
Parks and Open Space	77%	63%



Importance and Availability of Facilities	Children % Unavailable or Inadequate	No Children % Unavailable or Inadequate
Indoor Weight Room/Fitness Center	57%	28%
Teen/Youth Center	55%	17%
Indoor Gym Athletic Courts	53%	18%
Indoor Gym Multipurpose	51%	20%
Indoor Senior Center	36%	28%
Indoor Swimming	47%	29%
Indoor Ice Skating	38%	13%
Indoor Community Meeting Space	32%	16%
Indoor Performing Art Center	30%	25%

Funding Option	Children % Agree or Strongly Agree	No Children % Agree or Strongly Agree
I would be willing to pay a fee for the use of certain recreation facilities in Moultonborough	62%	41%
I would be willing to pay a fee to participate in recreation programs and activities in Moultonborough	74%	48%



Funding Option	Children % Agree or Strongly Agree	No Children % Agree or Strongly Agree
I believe that some portion of a resident's property tax should be used to offset the costs to build and maintain park and recreation facilities in Moultonborough	68%	43%
I believe that some portion of a resident's property tax should be used to run recreation programs and activities in Moultonborough	61%	39%



Funding Option	Children % Agree or Strongly Agree	No Children % Agree or Strongly Agree
I believe that it is a good idea for the Town of Moultonborough to partner with other organizations and agencies to deliver park and recreation services	65%	63%

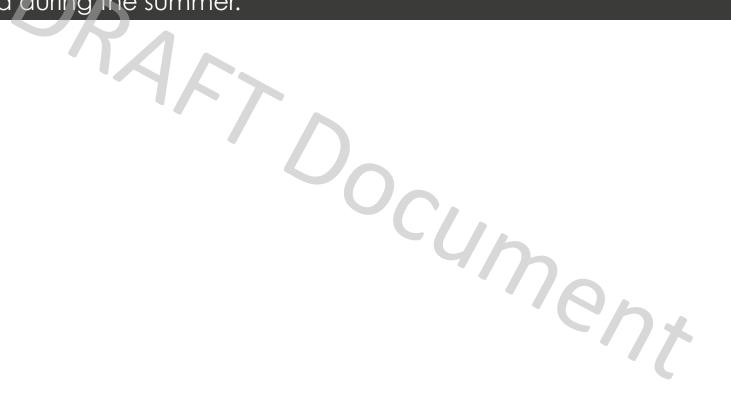


### Recommendations

Based on the activities associated with this project, including background research and observations, stakeholder focus groups, the public input session, and the resident household survey, the following recommendations are offered for consideration by the Town of Moultonborough:



**Recommendation 1:** Extend partnerships between the Town and the SAU for school facility use, particularly in the afterschool hours and during the summer.





<u>Recommendation 1:</u> Extend partnerships between the Town and the SAU for school facility use, particularly in the afterschool hours and during the summer.

- ✓ Town and SAU have good working relationship and have been willing to work together in the past – suggestions that they are not working together effectively does not appear to be accurate based on our observations.
- ✓ Continue to work closely with the school to secure indoor gym space for existing youth and adult sports programs. We understand that space is at a premium during basketball season and it is unlikely that new space will be available for Town recreation use.
- ✓ Continue to work closely with the school to monitor student enrollment trends and impacts this could have on school programs and scheduling. If school enrollment continues to decline it is reasonable that school programs could be consolidated or dropped freeing up more space for recreation use.
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<u>Recommendation 1:</u> Extend partnerships between the Town and the SAU for school facility use, particularly in the afterschool hours and during the summer.

- Town needs additional activity space afterschool for Drop-in program. At minimum, Town needs classroom space, cafeteria, and multipurpose/physical activity and/or gym space afterschool on a daily basis.
- ✓ In summer the Town should have access to the school for 6-8 weeks for summer day camp programming. This should include some classrooms, cafeteria, music room, auditorium, and gym space. We understand that this will create scheduling issues with cleaning and gym floor refinishing however, a willingness to work together can make this work.
- ✓ A good model for this arrangement is Belmont, NH, where the school provides the town with building access for a 6 week summer program. We believe that the ideal would be 8 weeks, as that would be the best for working families. In turn, the Recreation department should be responsible for programming and using the space that is available to them. This will require creativity. For example, look at the possibility of senior walking programs in school hallways during winter months in afterschool times. These programs have been successful in other Towns.
- Consider developing a formal Joint Use Agreement between the Town and SAU for shared facility use.



**Recommendation 2:** Explore partnership opportunities for indoor recreation use with local communities and organizations. PARA DOCUMENT



## **Recommendation 2:** Explore partnership opportunities for indoor recreation use with local communities and organizations.

- ✓ Possibility for partnerships with local communities could extend the indoor recreation facility capacity for Moultonborough residents. For example there was some discussion in one of the focus groups about possibly looking at partnering with Sandwich to use available school space there for basketball practices. Apparently this is happening now on an ad hoc basis, but this could be something that could be explored on a more permanent basis in the future.
- ✓ Another possibility that was raised during focus groups was to partner with Meredith to use their indoor recreation facility on Sundays when the facility is closed. While there is understandable opposition to scheduling Town recreation activities on Sundays, this could be a way of extending indoor recreation capacity.
- ✓ Local communities particularly Sandwich would be interested in discussions related to indoor recreation facility development.



## **Recommendation 2:** Explore partnership opportunities for indoor recreation use with local communities and organizations.

- ✓ There was some discussion about the possibility of partnering with Camp Tecumseh for use of their gymnasium space. Right now, this option is not viable, as the facility is not heated nor insulated and cannot be used in the winter.
- ✓ It is reasonable for the Town to explore the possibility of working with Camp Tecumseh to see if they would be amenable to a partnership that would allow use of their facility in the winter in exchange for winterizing it.
- ✓ However the Town needs to tread carefully when considering using public funds to make improvements to private facilities. Clear policies and guidelines need to be established for when the Town would be willing to engage in these activities in the future.
- There was some concern about transportation and parking at Camp Tecumseh for Town activities.



**Recommendation 3:** Provide sufficient financial resources for on-going operations and maintenance of existing recreation facilities, including athletic fields, beaches, boat launches, and playgrounds.





**Recommendation 3:** Provide sufficient financial resources for on-going operations and maintenance of existing recreation facilities, including athletic fields, beaches, boat launches, and playgrounds.

- ✓ Consistently heard that maintaining existing facilities was an important priority for Moultonborough.
- ✓ There are some on-going maintenance needs at the Recreation Complex on Playground drive, including maintenance on the outdoor hockey rink, and renovations needed to the baseball/softball fields so that they can be used. Prior renovations were done "on the cheap" and led to athletic fields that have issues with drainage and poor subsurfaces rendering them unplayable.



**Recommendation 3:** Provide sufficient financial resources for on-going operations and maintenance of existing recreation facilities, including athletic fields, beaches, boat launches, and playgrounds.

- Continue to explore opportunities for trail development and outdoor recreation opportunities. Need to make a decision on a direction for States Landing. This is prime property and could make a signature outdoor recreation area with park/ picnic areas, passive green space, boat launch, and beach/swimming area.
- ✓ However the Town needs to think about the significant resources that will need to be put into dredging the beach area – these are resources that could be used elsewhere. Consider not dredging but developing the outdoor/park area, keeping the boat launch, creating a defined entranceway, and ensuring public access to the water for walking, fishing, or other non-swimming activities.
- ✓ This could also be prime real-estate for commercial development, and the Town might consider divesting from this property, while entering into an agreement with potential developers to ensure public access to the waterfront and maintaining the boat launch and public green space. Similar public-private partnerships have occurred elsewhere (see Rock Hill, SC's Riverwalk Development), and the access to recreation amenities are seen as major draws for real estate developers and new residents.







- ✓ The Lion's Club needs to be better utilized to meet the needs of the Town. Right now the Town owns the property but gets little benefit from the facility. Working with the Lion's Club to ensure that they continue to have access to the building and grounds as long as the Town owns the property makes sense. However, if the Town is going to pay for, own, and maintain the property, it needs to be able to benefit from it.
- ✓ The Town needs to revisit its current lease agreement with the Lion's Club and gain control over the scheduling of the building.



- ✓ The Lion's Club building can serve the needs of the Senior population in Town, and be used as a site for educational, social, health, and nutritional programs, as well as be a place for basic recreation programs. The building could also continue to be used for Lion's Club activities and Scouts.
- However, the facility needs to be brought up to ADA standards, the bathrooms need to be renovated, the kitchen should be upgraded to a commercial kitchen to better accommodate the Senior Meals program, improved storage areas for recreation supplies and equipment, and room dividers and task lighting could be used to create better atmosphere in the facility. Renovations to the Lion's Club should be done in partnership and in concert with the civic groups and organizations that currently use the facility.
- ✓ One of the management challenges to using the facility is the requirement for the set-up and take-down of tables and chairs before and after every use of the facility. This creates a burden on Town recreation staff. There are new tables on the market that are lighter and easier to handle then than ones currently at the Lion's Club, and this can alleviate some of the burden with this. However, more systematic thinking about how the facility is used and scheduled could address many of these challenges.



- ✓ There was some disagreement about the use of the Lion's Club building and whether it was worth renovating.
- Our recommendation is that if the Town elects not to build a new indoor recreation/community center, then there should be some investment in the Lion's Club building so that it can be functional to meet the needs for senior and civic activity space expressed in this process. However, if the Town chooses to build a new indoor recreation/community center, then the Lion's Club building becomes superfluous and the Town should consider divesting from the property.





- ✓ There is an expressed need for indoor recreation space, particularly for summer camp programming, during the afternoon and evening hours, and in the winter. There is currently a lack of available gym space in Town and this cannot be solved fully through the mechanisms above. This issue has been discussed and debated since at least the 1990s. At least 2 different select committees have recommended new indoor recreation facilities to address this need.
- ✓ There is strong, organized, and vocal opposition for a new indoor recreation facility. Proponents of a new facility have not yet been able to organize or muster the same unified political support for their position.
- ✓ There is an expressed need among younger families with children for indoor recreation space. There has been a drop in the population particularly of school-aged children in Moultonborough and there has been some concern about this. However if the needs of residents with children are not met, Moultonborough will not be a community that will attract young families or new businesses.



- ✓ For a new facility to be politically viable, it needs to be modest in scope, be designed and built with no impact on current tax rates, and done in partnership with surrounding communities and organizations – Sandwich expressed interest in this during the focus group activities.
- ✓ New indoor facility should be located at the Taylor Property, and include gym space, indoor walking area, recreation offices, multipurpose room, bathroom facilities, and storage.



- ✓ We believe that a facility of this scope would cost in the \$5-6 million range. Meredith's facility cost \$3.5 million in 2006.
- ✓ We recommend that the facility be designed so that it could be phased in the future as needs arise – a fully built-out facility could include fitness space, dance studios, locker rooms, and indoor pool.
- ✓ Best timing for first phase would be in 2018 as existing municipal debt (approximately \$750,000 in principal and interest) is coming off the books and could be rolled into a new project.



- ✓ Operations and maintenance costs will likely be 2-4% of capital investment per Federal guidelines. This will likely be in the \$150,000 -\$180,000 per year range.
- ✓ This could be recouped through partnership agreements with surrounding towns for use of the facility, facility rentals to outside and civic groups, and possible public-private partnership ventures.
- ✓ Best estimates on use would be similar to Meredith, with peak use times occurring between 3-8 p.m. during the week, and all day on Saturdays, particularly during the winter months. There will most likely be underutilized times in the facility during the morning and afternoon hours and during the summer during good weather, typical of most recreation centers. However, full day summer camp programs can alleviate the summer downtime, and senior activities and programs offered during the week in the time before 3:00pm can alleviate some of that slack as well.

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#### Thank You!

Questions and Comments?

